

ARIN Leadership Training: Developing Leaders for the ARIN Community

Objective:

Create and deliver a two-part educational program for interested community members, which will offer education and mentoring to individuals who may wish to serve in an elected/leadership capacity. The goal is to develop a cohort of future leaders from diverse backgrounds and geographic representation and encourage their ongoing engagement with ARIN. Care should be taken to provide a consistent and uniform experience to ensure all participants receive similar education, training, and development opportunities.

Implementation (in two parts) –

- **Leadership Training Open to All Registrants**

By March, announce an open call for interested community members who want to learn more about ARIN the organization, its governance, the work of the ARIN Board of Trustees (Board), Advisory Council (AC), and the Number Resource Organization Number Council (NRO NC) because they may wish to serve in a leadership role in the future.

Between March and early May, conduct educational webinars and associated PowerPoint presentations. This curriculum will be created by CMSD and delivered by select ARIN staff under the guidance of interested Board, AC, and NRO NC members. Suggested content and a delivery timeline are provided below.

- **Program Graduates Engage with the Leadership Advisors Group**

The goal is to provide those who have completed all four leadership training modules (“leadership graduates”) contact with a group of potential advisors to help them learn more about serving in an ARIN community leadership role.

This will be accomplished by secondary programs of group interaction in May or with current Board, AC, and NRO NC members. This will take the form of 3 webinars of an open dialogue and question format with sitting members of (respectively) the Board, AC and NRO NC. ARIN community leaders who are interested in participating will describe the duties of serving in their own words, and will provide their contact information and an offer for any leadership graduates who are interested in an advisor to contact them.

The goal is to complete both parts of the program prior to the the Call for Nominations which occurs in early July.

Suggested ARIN Leadership Training Course Content

Each module would be held separately via a remote participation platform (WebEX, YouTube Live, FaceBook Live, or something else), and would include a 30- to 45-minute presentation followed by a Q&A session. Each full session would be recorded for future reference and guidance for: improvements, blog posts, and new material development. These courses would be scheduled for delivery over a six-week period beginning in March. These webinars will be delivered by ARIN staff and Board, AC, and NRO NC members will be invited to participate.

Module One: ARIN the Organization

- History of IP addressing leading up to formation of ARIN – Jon Postel, etc.
- Mission statement, Articles of Incorporation, Bylaws and Strategic Plan
- The Internet ecosystem -overview how we fit with RIRs, NRO, NRO Number Council, ICANN, IETF, IANA, multi-stakeholder model
- Who we serve – service area, customers, members, legacy orgs., organizations needing Internet number resources
- Governance – high level mention of Board, AC, NRO NC
- Global engagement – what our Government Affairs team does
- Internal staff structure – department functions
- Current/future state of affairs – IPv4 depletion, transfers, IPv6

Module Two: ARIN Services and Community Engagement

- Customer portal – registration transaction services
- Directory Services - Whois, Whowas, Restful Whois, RDAP
- Security Services - DNSSEC, RPKI
- Communications and Outreach Services – websites, mailing lists, Public Policy and Members Meetings, ARIN on the Roads, lunches, training
- Elections
- Community engagement – Help desks, ACSP, Feedback button, Ask ARIN, customer and transaction surveys, etc.

Module Three: ARIN Board of Trustees Roles and Responsibilities

- Composition of Board per Article of Incorporation and Bylaws
- Qualifications and Responsibilities (a la that web page)
- Fiduciary responsibility - review high level budget and that process
- Ethics and Disclosure – review conflict of interest, duty of care, perceptions, and related responsibilities
- Strategic Planning - review of Articles of Incorporation, Mission Statement, planning process and a look at the composition of the strategic plan and its purpose
- Committee and special committees – charters and opportunities to serve
- Find a few examples of challenging conversations in past years
- Q & A – have one of two Board members available during the webinar

Module Four: The Advisory Council and the Policy Development Process

- Advisory Council member roles and responsibilities
- The role of policy development in ARIN's mission
- Brief Overview of the PDP steps
- Key players in the process (community, authors, AC, Board, supporting staff)
- The Board's role in the PDP as it pertains to the AC
- Shepherd 101 (working with authors, moving draft policies along, key checkpoints, spurring discussion)

Suggested Topics to be addressed by the Leadership Advisors Group

- Setting expectations – what it's really like to serve
- Why one wants to take on a leadership position – give back to the community, help set the direction for ARIN's future, build relationships with others, professional/personal development, what else?
- Ways to get involved before running for office (to increase likelihood of getting nominated/elected, and/or to build experience)